

OHIO CIVIL RIGHTS COMMISSION CHARGE OF DISCRIMINATION EMPLOYMENT	Agency Use Only • FEPA • EEOC	CHARGE NUMBER: (Agency Use Only)
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Completely Fill in the Following

Name of Charging Party (First Middle Last)

ELLA BLYTHE

Name of Company

BEF FOODS, INC.

Address

304 S. LEONARD AVENUE

Address

651 COMMERCE PKWY.

City State Zip Code County

LIMA, OH 45804 ALLEN

City State Zip

LIMA, OH 45804 ALLEN

Telephone Number

419-371-1318

Telephone Number

567-940-9401

Date(s) of Discrimination December 18, 2020

Total Number of Employees +20

Date of Hire: April 22, 2019

I believe I was discriminated against because of my: (Please identify)

Race/Color

Religion

X Sex

National Origin/Ancestry

X Disability

X Retaliation

Military Status

X Age (Over 40 years only - List Date of Birth- October 29, 1972)

FOR AGE CASES ONLY: I have not commenced any action under section 4112.14 or 4112.02(N), Revised Code with respect to the subject matter of the monetary award or financial benefit I may receive may be limited to back pay and/or restoration of employment fringe benefits and may not include other damages to which I may be entitled as a result of such civil action.

Type of Discrimination:

• Demotion

Discharge/Termination

Discipline

• Failure to Hire

Forced to Resign

X Harassment/Sexual Harassment

• Layoff

Promotion

X Reasonable Accommodation

Other (Specify)

Please write a brief but detailed statement of the facts that you believe indicate an unlawful discriminatory practice. Please write legibly.

I am a forty-eight (48) year old female. I have a record of a physical impairment and medical conditions which are recognized as disabilities under Ohio Revised Code Section 4112. I participated in a legally protected activity under Ohio Revised Code Section 4112 by making an internal complaint of sex and age discrimination.

I have been employed by the above-named Respondent since April 22, 2019, as an Environmental Health and Safety Manager. I have been subjected to harassment on the basis of my sex and age, as well as in retaliation for complaining of sex and age discrimination. I have also been denied reasonable accommodations for my disability.

I have been unlawfully discriminated against due to my sex, age, disability and perceived disability, as well as retaliated against in that:

I was on medical leave for two weeks in April 2020, due to a disability, and off work due to another disabling condition from June 25, 2020 through September 2, 2020. When I returned to work, I requested reasonable accommodations for my disability.

On or about September 15, 2020, I was subjected to verbal harassment and intimidation, as well as threatened with disciplinary action. Consequently, I made a complaint of sex and age discrimination to Respondent's ethics hotline.


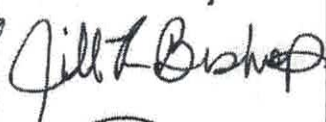

After my manager learned that I made a complaint of discrimination, she instructed me to leave the facility because Respondent was no longer going to provide reasonable accommodations for my disability. I was told to have my doctor change my accommodation requests.

I was on medical leave from October 20, 2020 through November 3, 2020. On November 3, 2020, I was issued a negative performance evaluation and placed on a Performance Improvement Plan.

PLAINTIFF'S
EXHIBIT

A

As a result of the ongoing harassment, I have been subjected to a hostile work environment and have been placed on a medical leave of absence by my physician.

<p>I declare under penalty of perjury that I have read the above charge and that it is true to the best of my knowledge, information and belief. I will advise the agency(ies) if I change my address or telephone number and that I will cooperate fully with them in the processing of my charge in accordance to their procedures.</p>		<p>Notary or Ohio Civil Rights Commission Representative</p>
<p>Charging Party Signature</p> <p> Etta Blythe</p>	<p>Date</p> <p>12/22/2020</p>	<p>Subscribed and sworn to before me on this 22 day of Dec 2020</p> <p></p>
		<p></p> <p>JILL R BISHOP Notary Public, State of Ohio My Commission Expires December 05, 2024</p>
		<p>Notary or Commission Representative</p>